



DEPARTMENT OF THE NAVY
U.S. NAVY SUPPORT FACILITY DIEGO GARCIA
PSC 466 BOX 2
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22 Jul 11

From: Commanding Officer, U.S. Navy Support Facility, Diego Garcia


Subj: EQUAL OPPORTUNITY POLICY

1. As Commanding Officer, I am personally committed to providing Equal Opportunity (EO) for all personnel regardless of race, color, national origin, religion, gender, age, or any physical or mental non-disqualifying disability. I fully support the principles of equal opportunity for all employees whether they are military, DOD contractors, U.S. civilians, or Offshore Philippines General Schedule Employees (OGs). The chain of command is the primary and preferred channel for correcting illegal discriminatory practices. The chain of command should also ensure all reported human relations and EO matters are fully addressed and resolved at the lowest level, prior to personnel using formal redress procedures.
2. Equal opportunity is a command responsibility. I expect each manager and supervisor, whether military or civilian, to support the Navy's EO program. Non-preferential treatment is the basis of Navy personnel policies. Command leadership will select staff members for enlistment, appointment, promotion, training, and assignment to duty based on merit, ability, performance, experience, and potential. Race, color, creed, gender, or national origin shall never be a basis for selection or advancement.
3. Participating in organizations that support supremacist causes, attempt to create illegal discrimination based on race, creed, color, gender, religion, or national origin, advocate the use of force or violence, or otherwise deprive individuals of their civil rights is contrary to the Navy's Core Values. The Navy prohibits active participation in organizations the command views to be detrimental to good order and discipline, unit cohesion, or mission accomplishment. Active participation includes publicly demonstrating, fund-raising, recruiting and training members, organizing or leading such organizations, or otherwise engaging in activities that further the objectives of such organizations.
4. The command will use the Informal Resolution System to effectively reduce and resolve disputes at the earliest time and lowest level possible. We will process discrimination complaints expeditiously and will take every effort, including mediation, to resolve complaints at the earliest possible opportunity. The work environment and quality of life in the workplace must provide an atmosphere conducive to professional, harmonious, and productive working relationships.
5. Every manager and supervisor, military and civilian, is responsible for helping us achieve our EO goals.
6. I expect all personnel to take discrimination complaints seriously and I will not tolerate any reprisal actions against those who lodge a complaint. All levels of leadership will carry out this policy.

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Commitment to these principles will be monitored and reflected in performance rating evaluations. We must ensure EO remains part of the foundation upon which this command is built. I will accept nothing less.

7. Concerns or questions regarding this policy may be addressed to any member of your chain of command, up through and including me. Other available points of contact include the CMEO Officer, Legal Officer, Command Master Chief, and Regional Equal Opportunity Advisor.



D. L. TIDWELL

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All Hands